



VIA E-MAIL

ATT-006

January 29, 2026

To: Local Presidents Representing AT&T Legacy T Members

Re: Final Bargaining Report

AT&T invited CWA T&T to Dallas, Texas for early bargaining.

We were able to reach an early agreement with the Company.

Due to the short bargaining window, both the Union and the Company determined which parts of the contract they wanted to change, and this established the framework used to guide these limited negotiations. Neither party could change the scope of what would be discussed after it was set.

Our CWA Legacy T Bargaining Team spent long days and late nights, including weekends and the holiday, fighting for the priorities our members identified through surveys and demands.

That data was used to craft proposals to meet the needs of our diverse membership. We passed many proposals and counter proposals to fend off the Company's concessionary demands.

The items and goals of the wireline bargaining council, made up of local officers representing AT&T, were also used to craft the Union's 39 proposals.

Below are highlights of the agreement:

- Pay raises totaling 14.5% cumulative / 15.3% compounded with increases over the four (4) years: 2026 (5%), 2027 (3.25%), 2028 (3%), 2029 (3.25%).
- Continued 1% annual pension increase.
- Change in healthcare structure to Individual, Individual + Spouse/Partner, Individual + Children, or Family. The restructuring also maintains cost share and, in some cases, lowers it and adds extra benefits including wellbeing incentives, surrogacy and cryopreservation.

- Many of our members will see a significant reduction in monthly premiums if they are only carrying coverage for themselves + children.
- Beginning in 2027, children can stay on the vision and dental plans until the end of the month in which they turn 26.
- Maintained Legacy AT&T Disability Benefits Program for those currently eligible.
- Improved funeral language ensuring one (1) full tour off for a distant relative or very close friend.
- Reverend Dr. Martin Luther King Jr. Day memorialized as a permanent holiday and, additionally, the ability to take your service anniversary as an optional holiday.
- Protected the Labor Advisory Forum (LAF), which are meetings of T&T Staff, designated local presidents and upper-level AT&T management. These meetings have been imperative to work through issues and concerns expeditiously outside the grievance process, discussing changes to the business and future technology.
- Alliance funding increased to \$7 Million over the life of the agreement, with an option to negotiate additional funding when 75% is used. Pre-Paid Tuition increased to \$3,500 per person annually.
- New differentials for all Article 43 Network Technical Specialists (NTS) including Sunday, Shifted Tour and Minimum Interval differentials.
- Eliminated merit base language for Article 45 with up to 2.5% additional increase at the top step of the wage table, prior to the general wage increase, for those who have been harmed by the subjective way raises were previously determined.
- Upgrades to 147 Credit Representative to the higher paid title of Account Representative, and an additional one percent (1%) increase in 2027 for Account Representatives in Michigan and Minnesota.
- Created a joint committee on technological change, a forum to discuss potential impacts Artificial Intelligence may have on the represented workforce.
- Success share plan language carried forward to this CBA.
- \$1000 Ratification bonus
- The Company refused to budge on their intent to eliminate both the overall and Article 43 marks, so effective with the expiration of the contract, we will no longer have a watermark of employment to protect workers.
- In lieu of a watermark, the Tentative Agreement (TA) includes an involuntary layoff letter, which states **“suspend initiating or executing any involuntary layoffs affecting employees in the bargaining unit” for the duration of contract.** If there is a consolidation of locations, any subsequent job postings will be filled in the bargaining unit.
- Commitment to post 200 jobs in the Bargaining Unit over the life of the contract.

- Maintained 104 weeks of termination pay in Article 25 for current employees. The new hire term pay for people hired on or after April 12, 2026, will move to a 40-week termination pay schedule.

USVI & Guam

- Additional Wage Increase of three percent (3%) increase at the top step of all job titles prior to the General Wage Increase.
- Added Reverend Dr. Martin Luther King Day as a designated holiday.
- The Company will provide training through Alliance Learning through the expiration of the 2026 Agreement.

It is important to the Committee that the members have the final say. These are your wages, benefits and working conditions for the next four (4) years.

In the coming days the local presidents will receive additional details to share with our members prior to voting on this Tentative Agreement (TA), along with voting instructions.

It's in your hands now.

In Solidarity,

Your Legacy T Bargaining Team

Brian Sawyer, Assistant to Vice President Bolton, T&T, Chair
Kara Hutchason, CWA Staff Representative, T&T
LaNell Piercy, President, CWA Local 4252
Cindy Neumeyer, President, CWA Local 13500
Shari Wojtowicz, CWA Local 7250
Barbara Tolbert, President, CWA Local 3250 - Alternate
Chris Roth, President, CWA Local 7750 - Alternate

BS:wrc
opeiu-2, afl-cio